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The

GUILD REPORTER

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29,921 eligible in referendum on minimum dues Jan. 20-25

Washington—A total of 29,921 Guild members in the United States, Canada and Puerto Rico are eligible to cast ballots in the Jan. 20-25 Guild-wide referendum on increasing the Minimum Dues Schedule mandated for Guild locals by TNG's Constitution.

Eligible voters were certified by the International Election & Referendum Committee on Dec. 30 when it met at TNG headquarters to approve voter-eligibility lists and mail the lists as well as other

voting materials and the ballots to locals.

The 29,921 are being asked to approve increasing the monthly Minimum Dues Schedule first to 5.5 percent of one week's regular compensation and then, in May, to 6 percent—rates which would mean no increase in the dues currently paid by more than half of the Guild's membership.

The IERC will reconvene Feb. 7 to certify results of the referendum.

Last summer's convention ap-

proved the two-stage increase in the Minimum Dues Schedule contingent on membership ratification in a referendum. The increase is one of several measures approved by delegates as they sought to assure both locals and TNG operating funds sufficient to maintain and improve services to members.

TNG's Constitution currently requires monthly local dues to be at least 5 percent of one week's regular compensation, plus \$1.50, or a dues schedule that yields at

least an equivalent total dues income. The \$1.50 add-on would be absorbed under the new minimum dues provision. Any additional income resulting from the Minimum Dues increase would go to help locals meet their financial obligations, including those to TNG.

Locals would retain the option of setting and maintaining dues rates higher than the Minimum Dues Schedule, as nearly half of them do currently.

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RAYMOND CROWELL/Washington-Baltimore Guild

INTERNATIONAL ELECTION AND REFERENDUM COMMITTEE CHECKS LISTS, SHIPS BALLOTS

From right: Richard Brandow, New York; Robert A. Steinke, St. Louis; Michele C. Davis, San Diego; Jerry E. MacDonald, Canadian Wire Service; Faye McCracken, Memphis. Assisting them are TNG staff members Estelle Simon, seated, and Larry Cunningham.

Bay Area unions moving ahead on local unity

San Francisco—The new delay in the effort aimed at merger of TNG and the International Typographical Union has done nothing to slow moves toward still greater unity among Bay Area locals of the two internationals.

The executive committees of area locals of the Guild, Typographical and Mailers' unions still

plan to hold their second joint meeting within a month and a half during the week of Jan. 16, with a joint meeting of the locals' memberships to follow three weeks later, said a Guild representative.

Both sessions undoubtedly will involve some discussion of events that led to the special mid-De-

cember meeting of TNG's and the ITU's merger committees and the subsequent postponement of the special Guild convention to consider the merger agreement reached by the committees three months earlier [Guild Reporter, Dec. 20].

But the meetings' primary purpose still is expected to be that

which led to the first-ever joint meeting of the locals' executive committees on Dec. 7, a meeting hailed as both historic and overdue.

That purpose: Exploration of joint local efforts toward working more closely together for the mutual benefit of the members of all and each of the local unions.

Like the merger agreement between the locals' international unions, that Dec. 7 meeting was too long in coming, Leon Olson, president of the Bay Area Typographical Union and a member of the ITU merger committee, told the more than two dozen other leaders of the three locals who were present at that first meeting.

The other unions participating were the San Francisco-Oakland Guild and the San Francisco-Oakland Mailers' Union. The mid-January meeting will be held "farther down the peninsula," closer to San Jose, so the San Jose Guild's executive committee also can participate, a Guild representative said.

The Guild, Typographical and Mailers' locals, along with the other unions representing area newspaper employees, have been bargaining jointly with major area dailies since the late 1960s.

Their contracts with the San Francisco Chronicle and Examiner, their joint publishing company, the Oakland Tribune and the San Jose Mercury and News expired Dec. 31 and the pace of joint talks for new pacts was expected to accelerate this month.

Remarks by many of those at the Dec. 7 meeting pointed to strong support for merger of TNG and the ITU at the international levels. Most also emphasized the need for greater overall unity

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Newspapering through 'Blizzards of '82'

What turned out to be a record 24-hour blizzard blew into Colorado's Rockies on Christmas Eve, dumping two to three feet of snow on metropolitan Denver and paralyzing much of the rest of the state as well; even Pueblo, 85 miles to the south, where winds, ice and a few inches of snow did the trick.

A couple of days later another storm moved northwest out of Kansas, whipping 10 inches of snow into Sioux City, Ia., and 16 to 24 inches into the Twin Cities of Minneapolis and St. Paul. The Guild Reporter asked leaders of the Guild locals in each of the locales for reports on how Guild members coped.

SIoux CITY

By HARVEY M. SANFORD

Sioux City, Iowa—The overcast was breaking up, but I was breaking down. In psyche, at least.

At 63, soft in the mid-section, tender in the back (operation) and sore in the knee (ladder slip) I'm no match for 10 inches of snow, rammed down hard by a 42-mph wind.

Don't tell me about "Rent-a-Kid;" they're all hired fast in this weather. Best you can do is wait for a wandering, jobless worker. There are plenty of those around here; too many. But none had come.

(Continued on Page 4)



DENVER

By BILL McBEAN

Denver—When all the flakes had settled, the bottom line for the Blizzard of '82 was this: Both of the Queen City's daily newspapers lost phenomenal amounts of revenue, and some employees of those newspapers made out like bandits.

For two days, Christmas and the day after, virtually no newspapers were delivered to the Denver-area's 1.6 million residents. On Christmas, neither newspaper was published. On the day after, Sunday, they might as well not have been, for very few homes received delivery.

(Continued on Page 4)

29,921 voters eligible in dues referendum

(Continued from Page 1)

At least 64 percent of the Guild's membership is in locals that already have dues rates of 5.5 percent or more and at least 54 percent is in locals that already have dues rate of 6 percent or more. The latter would not be affected by either step of the increase in the Minimum Dues Schedule.

Meanwhile, the Committee to Uphold the Convention pointed out in a bulletin to all locals that while the Minimum Dues changes proposed for ratification are "slight at most" and probably mean "nothing or very little" to

members' pocketbooks, they mean "a great deal to the long-range stability" of the Guild.

The committee is composed of all 16 members of TNG's International Executive Board plus 42 other Guild leaders from 37 locals [Guild Reporter, Dec. 20].

Noting that the "basic formulation" of the Minimum Dues has not changed for 20 years, the committee also pointed out that approval of the increase will help "make possible activities at the local level that now must be abandoned or reduced, thus weakening the Guild's effectiveness and presence."

It called upon members to vote to ratify the judgment of their delegates to the 1982 Convention and to strengthen their union "at every level."

Largest number of members eligible to vote in the referendum is in Region 4, the U.S. West, with 5,966, the IERC determined. In addition, there are 5,833 eligible to vote in Region 3, the Mid-

west; 5,309 in Region 5, New York City and environs; 4,530 in Region 1, the Northeast; 3,778 in Region 2, the South and Puerto Rico; 3,208 in Eastern Canada; 1,294 in Western Canada; and 3 members at large.

U.S. Wire Service members are included in the regions in which they work; Canadian Wire Service members in Eastern Canada.

Voting eligibility is determined by receipts of constitutionally established financial obligations at TNG's offices postmarked no later than Dec. 15. A member must have paid all dues at least through October to vote.

Locals at their option may conduct balloting on any or all of the six days of the official voting period.

Local election committees must count ballots on either of the two days immediately following the official voting period, and locals' returns to the IERC must be postmarked not later than Jan. 29.

Key top up \$40, to \$366, in Hazleton pact

Hazleton, Pa.—Top minimum for reporters and photographers is raised by \$40, to \$366.71 a week, in a two-year agreement between the Hazleton Guild and the Standard Speaker.

The \$40 increase comes in two increments of \$20 each, with the first retroactive to March 1 and

the second effective March 1, 1983.

The top minimum for editorial assistants is increased by \$24.42, to \$223.84 a week, in two increments of \$12.21 each.

The mileage rate for employees using their own vehicles is raised by 2 cents, to 22 cents.

N.Y. leaders back dues proposition

New York—The executive committee of the New York Guild, largest local in TNG, has voted its support for the Minimum Dues Schedule increase and has called for like support "by all members of the local" in the Jan. 20-25 referendum.

The committee pointed to the "perilous financial condition" of the local and applauded its two full-time officers' efforts to return the local to "a firm financial position." They both supported the 1982 TNG Convention action that the referendum would ratify.

New York's dues are at the Minimum Dues Schedule's rate.

Meanwhile, Providence Guild President Frank Prosnitz urged members of that local to vote for the increase even though it would have no effect on their dues. Ratification would make it possible for locals that have been unable to do so to meet their obligations to TNG, Prosnitz wrote in his President's Newsletter. Then, he said, "we should expect more money to be available for servicing all locals."

Earlier, the Ottawa Guild's publication, *After 30*, pointed out that under the current 5-percent Minimum Dues structure "the better-funded locals end up subsidizing" locals that are less well-financed.

The Ottawa Guild recently reduced its dues from an 8-percent level to a 6.75 percent schedule.

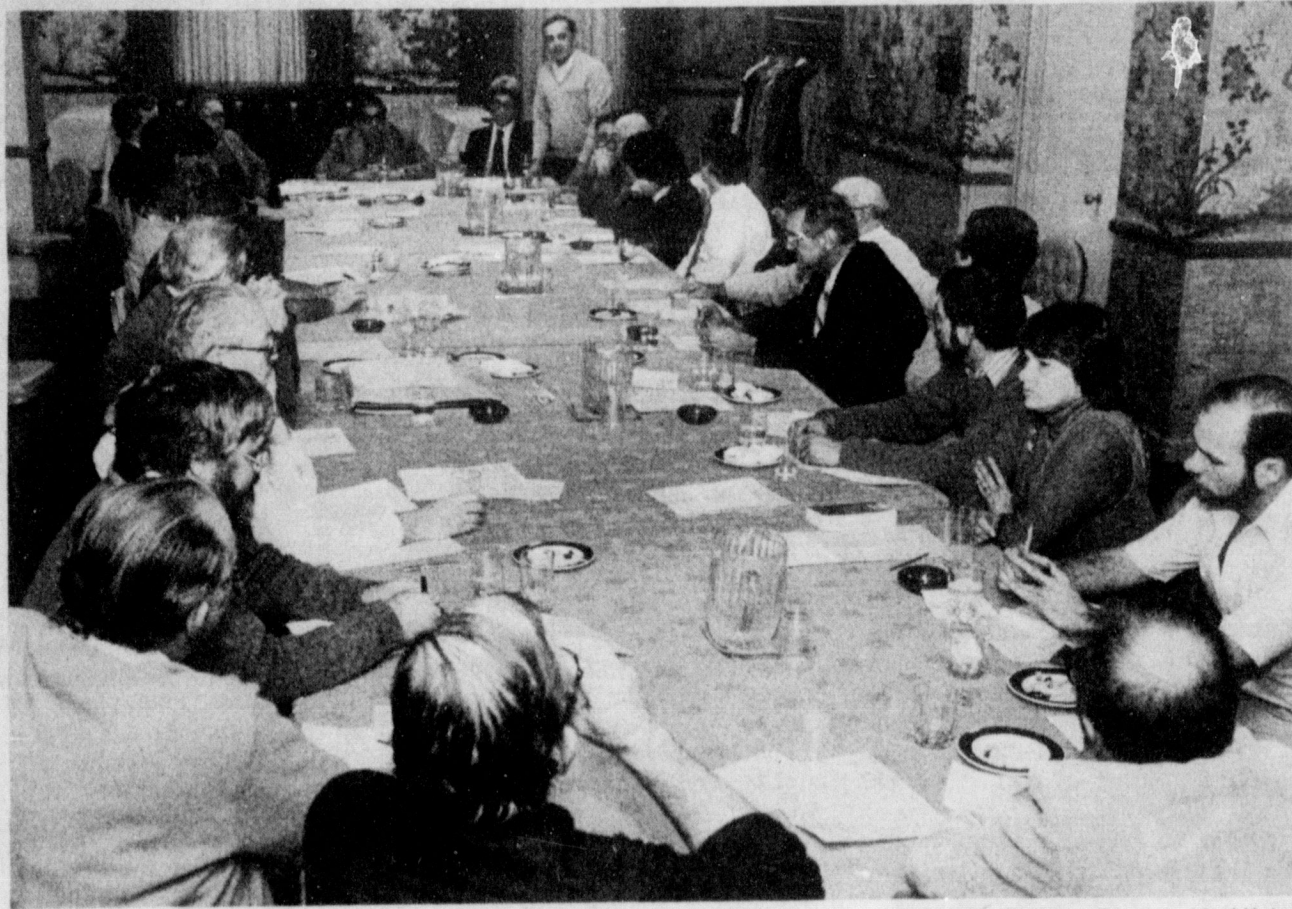
The inability of some of the Guild's larger locals, including New York and the U.S. Wire Service, to meet per-capita obligations to TNG was largely responsible for a \$106,000 deficit in TNG's General Fund in its last fiscal year.

San Jose members ok year's dues hike

San Jose—The membership of the San Jose Guild has approved a temporary one percent increase in the local's monthly dues, to 7 percent of one week's pay, plus \$1.50.

The increase, to take effect Feb. 1 for one year, was approved by a vote of 216 to 100 in balloting conducted Dec. 30.

Additional revenues will be used to build the local's defense fund, aid in meeting the costs of bargaining a new contract with Knight-Ridder's *Mercury* and *News* and to enable the local to maintain a local representative on a temporary basis.



CARL FRY/Bay Area Typographical Union



Fashioning closer ties in Bay Area

Executive committees of San Francisco area locals of the Guild, Typographical and Mailers unions meet for the first time in joint session Dec. 7, above. Second such joint session is planned for mid-January with a joint meeting of the locals' memberships in February. Earlier, at left, TNG President Charles A. Perlik, Jr., standing, and Steve Martinuk, assistant to the ITU president, seated left, met with leaders of locals of the three unions in the Bay Area.

Local unity spread by Bay Area unions

(Continued on Page 2)

among employees and their unions throughout the communications industry.

It was a motion by Larry D. Hatfield, TNG vice president from the U.S. West, adopted unanimously, that set the second joint meeting of the executive committees for the week of Jan. 16 and a joint membership meeting for the week of Feb. 6.

Doug Cuthbertson, the Guild local's executive secretary, proposed that the next meeting of the executive committees include among items to be considered as joint undertakings by the locals:

- ✓ Cost-sharing for office automation procedures, including grievance and arbitration records, mailing lists and the like.
- ✓ Organizing.
- ✓ Joint stewards meetings.
- ✓ A joint publication.

The latter would "not necessarily" replace existing local publications, Cuthbertson said, but would be aimed at helping develop an understanding of those issues that affect members of each or all of the unions involved.

Meanwhile, the San Francisco-Oakland Guild was one of several locals caught literally in mid-vote in elections for delegates to the special convention on the merger proposal when the convention was postponed. It had been set to begin at 1 p.m. on Jan. 12 in Cleveland.

Conducting its delegate election by mail ballot, the SFONG collected the ballots from the postal service as scheduled on

Jan. 30, but did not count them.

Earlier, across the continent, the Washington-Baltimore Guild learned of the convention postponement just before it was to begin counting ballots in its delegate election. It left them sealed and uncounted.

The Canadian Wire Service Guild, was "not quite so lucky," according to its executive officer, Jerry E. MacDonald. Its election committee had just finished counting the votes for the CWSG's delegates when the local received word of the convention's postponement.

Other locals, including New York, Memphis, Central California, Chicago and Pacific Northwest had already completed electing their delegates to the special convention. Several also already had reserved rooms and made deposits for them at the Bond Court Hotel, the convention site.

The Chicago Guild cancelled a "straw vote" it had scheduled among its members as an "advisory" to its delegates.

Central California, however, had already distributed ballots in a like poll of its membership and went ahead and counted them Jan. 3.

The result: Favoring the merger, 145; opposed, 95. The turnout was 33 percent of those eligible, "high for a referendum here," said the local's administrative officer, George Randol. The question carried in four of the local's five units, losing by three votes in the fifth, the Sacramento Bee.

Limits placed on worker Medicare

Washington—Beginning Jan. 1, employers in the U.S. will be required to offer the same health insurance coverage to employees age 65-69 as they do to younger ones.

An amendment to the Age Discrimination in Employment Act included in the tax reduction and Medicare spending cuts package enacted by Congress last summer limits the practice of covering employees age 65 and over only by health insurance benefits that supplement benefits

provided by Medicare coverage.

Employees, however, will have the option of enrolling in Medicare upon reaching age 65, provided they withdraw from their employer's plan.

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Citizens' Voice, VIP observe the holidays

Members of the Guild, Typographical and other newspaper employees' unions in Wilkes-Barre and Vallejo mark the year-end holidays with parties for themselves, family members and special friends. The unions in both cities have been publishing their own dailies since striking long-established ones in 1978. The Wilkes-Barre Citizens' Voice party was held in the lobby of the hotel that houses the paper's news, advertising and business offices, top right. The Vallejo Independent Press gathering featured a spaghetti dinner, right center, and music by the VIP Carolers, below, who had been appearing at hospitals, retirement homes and service clubs throughout the Christmas season. At the pasta pot are Roger Warnock, Guild unit chairperson, Jim Davis, who cooked the spaghetti, and Joe Clevenger, just-retired manager of a Vallejo branch of the Bank of America.



CWSG pacts bring raises of up to \$85

Minimums at the Canadian Broadcasting Corp. are raised by as much as \$85.70 a week and those at the Canadian Press by as much as \$62.37 a week in one-year extensions of the Canadian Wire Service Guild's contracts with the corporations.

The agreement with CBC raises minimums and salaries by 11.5 percent from Dec. 1, taking the top minimum for national assignment editors, national lineup editors and senior program editors up by \$87.50 to \$830.83 a week, while that with CP raises minimums and salaries by 9.5 percent, from Jan. 1, taking the flat minimum for assistant chiefs of bureaus to \$718.86 a week.

CBC

Other increases and resulting new top minimums under the one-year contract extension with CBC include:

National affairs reporters, reporter specialists—Up by \$75.53, to \$732.33 a week.

Parliamentary reporters, news-magazine reporters, assistant national editors, national reporters—Up by \$72.50, to \$702.88 a week.

Legislative reporters, newsroom editors, program editors, assignment editors, regional parliamentary reporters—Up by \$70.61, to \$684.49 a week.

Municipal affairs reporters, news magazine editors, senior radio and TV writers, TV lineup editors—Up by \$68.51, to \$664.28 a week.

National writers, production editors, reporter/editors—Up by \$64.40, to \$624.55 a week.

Editorial assistants—Up by \$42.18, to \$408.98 a week.

Senior copy clerks—Up by \$33.27, to \$322.56 a week.

Copy clerks—Up by \$28.96, to \$280.91 a week.

Canadian Press

Other increases and resulting new top and flat minimums under the year's contract extension at CP include:

News editors, picture editors, cable supervisors—Up by \$57.73, to \$665.38.

Reporters-editors, national photographers—Up by \$54.29, to \$625.79 a week.

Darkroom technician-photographers—Up by \$46.01, to \$530.37 a week.

Darkroom technicians, artists, librarians—Up by \$40.20 a week, to \$463.40 a week.

Accountants—Up by \$47.47, to \$547.20 a week.

Senior accountants—Up by \$52.46, to \$603.63 a week.

Accounting clerks—Up by \$37.51, to \$432.34 a week.

Senior accounting clerks—Up by \$40.81, to \$470.40 a week.

Editorial assistants, library assistants, stockroom clerks—Up by \$24.77, to \$285.45 a week.

Typists, phone operators—Up by \$28.74, to \$331.31 a week.

Messengers—Up by \$21.01, to \$242.17 a week.

TNG seminar reset; to meet Feb. 18-21

Washington — TNG's second annual residential seminar for new local officers, which earlier had been postponed, will be held as originally scheduled, over the Washington's Birthday holiday weekend, Feb. 18-21, Ellis T. Baker, TNG director of administrative operations, announced in a letter to locals Dec. 29.

The seminar, designed primarily for new officers of smaller

Guild locals without professional staff, will be held at the AFL-CIO's George Meany Center for Labor Studies in suburban Washington, site of the initial seminar last February. TNG again will subsidize, in part, room, board and travel expenses of one participant each from such locals.

The seminar had been postponed last fall pending the outcome of the special merger convention and referendum then scheduled for January and March. Now that the convention and referendum have been postponed, Baker said, TNG has decided to proceed with the seminar on the original February dates.

As recommended by the 1982 Convention, the seminar will be conducted under the same policies and procedures as last year's, which was attended by 46 local Guild leaders from 34 locals in the United States and Canada.

While intended principally for new local officers, the seminar also is open to officers of limited experience and other active local leaders, such as bargaining chairpersons and executive-committee members.

Beginning Friday night and ending Monday at noon, the seminar is designed to offer, in the words of the Convention, a concise "nuts-and-bolts" primer on the basic tools a new Guild local officer will most immediately need to begin functioning effectively, from local administration through organizing and bargaining to equal rights and safety and health.

Reporter fired for 'favors' wins job back

San Francisco—An arbitrator has ordered Hearst's San Francisco Examiner to reinstate a veteran reporter it had fired for passing information gained from police contacts to another news contact—described as "a well-known local madam."

The reporter, who had developed many contacts inside and outside law enforcement agencies during more than 30 years as a police reporter, did not consider it unusual to do "favors" for contacts who might prove helpful in the future, arbitrator Sam Kagel noted.

However, Kagel pointed out, the grievant "should have known that the past practice of doing 'favors,' was no longer to be 'tolerated' since several years earlier he had been removed from the police beat after supplying photographs of the police chief at a 'Hooker's Ball' to other police officials who were the chief's political rivals.

While the reporter operated in the current situation "under standards that in past years were apparently acceptable," the paper no longer considered such conduct appropriate, Kagel observed.

While holding that the paper had the right to set standards it expects its reporters to observe, Kagel cautioned that "it is not enough to seek to convey" them by acting on individual cases. The paper should issue its standards in "some written form, at least by guidelines," Kagel said, pointing out that there have been "important changes" in its "previously accepted standards."

The grievant had earlier "suffered the consequences" of the paper's changing standard when he was taken off the police beat, but "apparently failed to understand" what the paper wanted, Kagel said.

He ordered the grievant's reinstatement with back pay from Oct. 1. The first 6½ months from the

March 16, 1982, discharge is to be treated as a suspension, however, without back pay, Kagel held.

Kagel also called for the entire period of discharge to be treated as employment in computing severance pay, vacation and retirement benefits under the San Francisco-Oakland Guild's contract with the paper.

In addition, he said the employee should be reimbursed for any medical expenses he incurred after the discharge.

While there was no explanation of Kagel's ordering back pay from October, it was early in that month that he had recessed the

72% of Guild pacts have 'short' work weeks

Washington — More than 72 percent of all Guild contracts provide for a work week of less than 40 hours, a new study by TNG's Collective Bargaining Dept. shows.

The survey of the 203 Guild contracts in effect on Aug. 1,

hearings until mid-December when he was called upon to mediate in the National Football League Players' Assn. strike.

The Guild was in mid-presentation of the case on behalf of the reporter at the time. Guild leaders backed by testimony from police officials told Kagel that the reporter's actions had done nothing to interfere with an ongoing police investigation nor had they been detrimental to relations between the police department and the Examiner.

In dismissing the reporter, the Examiner had contended his actions had undermined relations between the paper and the police.

1982, shows that of the 147 with "short" work weeks, 73 (36 percent) of them called for 37½-hour weeks in all departments.

A 35-hour week for all departments was found in 46 (23 percent) of the contracts.

DENVER: Ferried to work in Otis' own Wagoneer

(Continued from Page 1)

But, while most of Denver was newspaper-less for several days, it wasn't for lack of 100-percent-plus effort by many employees of both the Denver Post and the Rocky Mountain News. And, reported Victor Ciuccio, the Denver Guild's administrative officer, two weeks later both newspapers appeared to be recognizing that effort by adhering to their contractual obligations on payment of overtime. That should make paying post-Christmas bills a lot easier for many people.

The newspapers, however, were besieged by advertisers' and subscribers' demands for refunds. Both the Times-Mirror Co.'s Post and the Scripps-Howard chain's News have expressed a willingness to reduce advertising charges. The Post offered advertisers a 50-percent-off sale for display advertising in a special "Supersnow '82" edition.

The newspapers' expenses were increased further by the necessity of housing both editorial staffs at the downtown Holiday Inn for several days. To add insult to in-

jury, the hotel closed its bar at 9:15 p.m. on the first night of the blizzard without so much as a last call. There was no riot. Everyone was too tired.

For other Post editorial employees the blizzard meant a rare moment of executive privilege in addition to fat overtime checks. They were picked up at their homes in a Jeep Wagoneer with all-leather upholstery and chauffeured to work. The vehicle normally is kept in the Post garage for the exclusive use of Times-Mirror chairman Otis Chandler when he is in town.

There is no doubt the employees in the circulation departments of both papers had the toughest jobs.

After the snow stopped falling, the school-age carriers got out and did "a helluva job," the district managers agreed. But many adult carriers showed little interest in delivering their routes, so that responsibility fell on the district managers' own shoulders.

Greatest number of "no delivery" complaints from customers trapped in their homes during

and after the storm was over absence of the papers' daily television logs. They were concerned about missing "the best" program at any given hour.

When home delivery became impossible, the load fell on the street circulation departments. On Dec. 29, there was an increase of 100 percent in the number of papers going to convenience stores. The weight of the papers and the snow underfoot made it back-breaking work.

Outside circulation employees

at the Post had an easier time of it than those at the News, however. The News had "absolutely no" tire chains for its circulation vehicles, Guild-represented district managers reported. Nor did it have any snow shovels for them.

More problems are expected in the next few weeks when home subscribers demand reduced bills reflecting the missed papers. The carriers, of course, will grant the reductions and will come up short when it is time to turn in

money to the district managers. They, in turn, will come up short turning in the money to the companies. There has been no resolution to that problem as yet.

But that may be less than the problem the city administration is having over the fact that it sent its snow plow crews home on Christmas Eve and didn't try to call them back until the flakes were more than a foot deep across the area. Weather forecasts had been for no more than four inches.

PUEBLO: Five hours from mountain home

By JUDY HILDNER

Pueblo—Sunny Pueblo usually enjoys more moderate weather than its mountainous neighbors but the Blizzard of '82 was felt here too.

Christmas Eve was the peak of the storm as highways were closed all across the state. Pueblo Guild members found driving difficult, sometimes impossible.

Lifestyle reporter Mary Abrahams was forced to wait five hours until she could make it to work from her home in the mountains 35 miles west of Pueblo.

Circulation representative Bart Bartleson had to spend Christmas Eve in Walsenburg, 30-some miles south of Pueblo, when he was stranded on a circulation run.

The blizzard made it impossible to deliver the combined Saturday edition of the Pueblo Chieftain and Star-Journal to some far away towns such as Lamar, 120 miles east.

Business writer Paul Sherbo, who commutes from Colorado Springs, said driving was "horrible" Friday. "I should have stayed home, going back to Colorado Springs Friday night was like driving in a ping-pong ball." All he could see was white. It took him two hours instead of one.

Christmas Day was a nightmare.

Photographer Chris McLean Brown spent five hours in Colorado Springs waiting for Interstate-25 to open. She said people were opening Christmas presents right there on the highway because they had given up hope of reaching friends and relatives in Denver.

Sports writer Larry Lopez struggled through the snow to Denver only to find his flight to Los Angeles for the Broncos-Raiders football game had been cancelled.



TWIN CITIES: Garbage trucks, skis

By BRUCE R. NELSON

St. Paul-Minneapolis—Newspaper workers in these Twin Cities used garbage trucks, cross-country skis and plastic bags to get a daily newspaper into the hands of the community buried in more than 16 inches of snow.

Although the Dec. 28 blizzard, one of the worst in recent years, left most employees of the St. Paul Dispatch and Pioneer Press and of the Minneapolis Star &

Tribune stranded at home, more than 100 of them accepted the challenge of a ravaging storm that had brought most outside movement to a standstill.

Guild member Doug Hennes, for example, hitched rides—first on a snowmobile, and later on a city garbage truck—to make his way to the Pioneer Press, where he is city editor.

Over in Minneapolis, Jack Coffman, state editor of the Star

& Tribune and former local Guild president, abandoned not only the warmth and comfort of his home, but also his vacation to strap on a pair of cross-country skis that took him to the office.

Coffman said he had been waiting all winter for snow and once he had his skis on, decided that the newspaper was as good as any place to go. Once there, he ran into Nick Coleman, another Guild leader who also had skied in to work.

Robert White, editorial page editor of the Star & Tribune, also rejected the stay-at-home advice of state transportation officials in order to get to work. White arrived in the office wearing a large plastic bag over his body.

Other employees made it to the office through less exotic means.

Jack Rhodes, a copy editor on the St. Paul Dispatch, for example, simply walked five miles and managed to be only 30 minutes late.

The storm also brought out a modicum of generosity on the part of employers. The St. Paul newspapers put up in local hotels a number of night shift employees stranded by the blizzard.

The Minneapolis paper opened its cafeteria for free food to all workers who managed to make it to the plant.

Employees of both papers who remained stranded at home will be paid for the day.

And both cities' publishers have agreed to give a compensating day off with pay to those workers who braved the elements and made it to the office.

SIoux CITY: Short shifts, 8-foot drifts

(Continued from Page 1)

So I shoveled:

✓ From the back porch to the garage, sculpting blocks with the blade and hefting the damn 20-pounders as far as possible.

✓ Around the garage to the garden, and past it to the short drive to the alley. It was furrowed with four-foot drifts across both garage doors.

✓ To the end of the alley—in both directions.

Damn. I'd have to walk through those drifts to a plowed street, if there was one, and get to work on shank's mare.

Felt annoyed when summoned to the phone; relieved when the managing editor said he was sending transportation for me at 2 p.m.

The vehicle—a high-clearance station wagon with chains, piloted by photographer Ed Porter, who is familiar with plains-type winters—arrived on time. Another deskman and a reporter and a sports deskman were abroad. We

picked up another reporter and the shift boss. (They call her night editor).

We arrived at the Sioux City Journal at 3 p.m. after wending our way around windrows of snow, some of them eight feet high. We found one door shoveled out and filtered in to hear the managing editor say, "We're going for a 6:30 p.m. window."

Well, that sounds good to the untrained ear. Short shift, only 3½ hours of it.

But there is no manning clause in our contract. And the planning here leaves much to be desired. Most often, it's a whiplash job, caused by a shortfall in classified ads. And this day, short-staffed by at least five persons, we inherited a full, blank page against classifieds, to go along with a blank page for obits. (Who gets buried in a blizzard? Or even two days thereafter?—We give obits away here. Best read section of the paper. That's what they say).

And Page 1 was blank, and

we do a last-page-of-section blank as a continuation of Page 1, for jumps, and second-rank stories, etc. With the economy in a shambles here from packing-house strikes and layoffs in other industries, the news hole usually is small. So, sometimes, it seems the only news is on those front and back pages.

Not true of course, but when last did you consider comics and Abby and even legals as news?

But back to work. My state page was a whopper compared with other days, and I inherited all the obits. Yes, there were some. The following day, most of the service dates were changed. We filled the page with storm pictures.

That obit page was the last one through the window. Until then even bathroom trips were few, by some self-imposed restraint.

By 6:30 p.m. we had reported on power outages that left about 2,000 homes without automatic heat (some without any heat at

all); volunteers and others who carried doctors and nurses and aides to hospitals so the ailing could have care.

We had portrayed the walkers and the shovelers and car-starters and even two maniacal joggers.

We'd touched or dwelled on Lebanon and Schweicker, scoured the highway situation, buried seven persons and changed times on four funerals, examined farm crisis calls and legislative opinion on the drinking age.

We'd checked out the truck stops for stranded people and displayed a half-dozen newlywed couples. And more.

Good thing some of those pages were done the day before. And I haven't even mentioned sports, where just ONE guy—a good Guild member named Dick Champ—filled the equivalent of two full pages plus.

A helluva day. Short shifts, long paper.

Makes you look forward to retirement.

Key top up \$133, to \$683, in pacts with Denver dailies

Denver—New three-year agreements between the Denver Guild and the city's two daily newspapers — Scripps-Howard's Rocky Mountain News and the Times-Mirror Co.'s Denver Post — will raise key top minimums by \$133, to \$683 a week.

The \$133 increase comes in increments of \$41, \$44 and \$48 on the agreements' anniversary dates and applies to reporters, photographers, display advertising salespersons, cashiers, librarians and promotion copywriters at the Post, and to reporters, photographers, artists and librarians at the News.

The agreement with the Post is retroactive to Oct. 1, while that with the News is retroactive to Oct. 23.

Top minimums for outside classified salespersons at the Post and district managers at both papers are raised by \$126, in increments of \$39, \$42 and \$45, to \$646 a week.

Under both contracts the company's monthly payment toward the cost of dependent health insurance is raised to \$70 over their terms, a \$14 increase at the News and a \$13 increase at the Post.

Provision for dental insurance is added to both contracts.

The News' weekly payment to the pension plan is raised by \$3 over the term, to \$22.635.

A joint human rights committee composed of four representatives of the Guild and four representatives of the company is to be established at the News. The committee is to meet as necessary, but at least quarterly.

To aid in effectuating a similar arrangement continuing under the local's contract with the Post, provision is added for the company to develop and distribute an affirmative action policy.

The mileage rate under both agreements is raised by 2 cents, to 20 cents a mile, and both continue provisions for adjusting the rate as the price of gas changes.

Other increases and resulting new top minimums under the contract with the **Rocky Mountain News** include:

Copyreaders—Up by \$135, to \$690 a week, in increments of \$42, \$45 and \$48.

Assistant sports, asst. city and asst. news editors—Flat minimum

up by \$138, to \$708, in increments of \$43, \$46 and \$49.

Telegraph and makeup editors, copy desk heads—Up by \$136, to \$698, in increments of \$42, \$45 and \$49.

Maintenance mechanics, machinists, electricians—Up by \$112, to \$575 a week, in increments of \$35, \$37 and \$40.

Classified telephone commercial advertising sales employees—Up by \$74, to \$379 a week, in increments of \$23, \$25 and \$26.

Street circulators—Up by \$97, to \$447 a week, in increments of \$37, \$29 and \$31.

Senior and circulation bookkeepers, assistant librarians, payroll and billing clerks—Up by \$75, to \$384 a week, in increments of \$23, \$25 and \$27.

Copy carriers—Up by \$48, to \$246 a week, in increments of \$15, \$16 and \$17.

Other increases and resulting new minimums at the **Denver Post** include:

Copyreaders, rewrite employees—Up by \$136, to \$696 a week, in increments of \$42, \$45 and \$49.

Principal clerks, library index editors—Up by \$93, to \$478 a week, in increments of \$29, \$31 and \$33.

Assistant librarians, principal

Handicapper top up \$124, to \$706, at Racing Form

New York—The top minimum for handicappers "A," reporters, photographers, columnists and desk employees under the New York Guild's contract with Triangle's Daily Racing Form is raised by \$124.77, to \$706.33 a week, over the term of a three-year agreement.

The \$124.77 increase comes in three increments, with \$41.18, to \$622.74 a week, from April 7, 1982, \$40.48, to \$663.22 a week, on April 7, 1983, and \$43.11 on April 7, 1984.

The company's weekly payment to the pension fund is raised by \$7.25, to \$24.75, over the contract's term.

The agreement calls for general increases for employees paid above the minimum for their job of 7 percent less \$1 a week in the

first year and 6.5 percent in the second and third years.

Other increases and resulting new top minimums include:

Handicappers "B," advertising sales/copywriting—Up by \$104.47, to \$591.03 a week, in increments of \$34.53, \$33.87 and \$36.07.

Circulation inspectors and road employees, senior statistical clerks—Up by \$100.04, to \$565.85 a week, in increments of \$33.07, \$32.43 and \$34.54.

Librarians, payroll and accounts receivable clerks—Up by \$85.89, to \$485.45 a week, in increments of \$28.44, \$27.82 and \$29.63.

Library clerks, editorial assistants, advertising clerks, junior statistical clerks, accounts payable clerks—Up by \$80.07, to \$452.43 a week, in increments of \$26.53, \$25.93 and \$27.61.

Typists, stock/mail clerks—Up by \$75.46, to \$426.52 a week, in increments of \$24.99, \$24.44 and \$26.03.

Copy persons—Up by \$53.65, to \$302.61 a week, in increments of \$17.84, \$17.34 and \$18.47.

The agreement also has provision for cost-of-living adjustments of up to \$6 a week each six months in the final two years.

The agreement with the Post is the first the local has bargained with the paper since it was purchased by the Times-Mirror Co.



GREG GILBERT/Pacific Northwest Guild

Guild honors Mailer

John Droge, a mailer at the Seattle Times and local Mailers' Union vice president was honored by the Pacific Northwest Guild recently for his assistance to Guild and other union members with alcoholism problems. Droge, a former chair of the Labor Advisory Committee on Alcoholism for the King County Labor Council, was presented a plaque and made an honorary member of the Guild local. Pictured above on his job at the Times, Droge through counsel and advice has been helping alcoholics get treatment since shortly after coming to the paper more than eight years ago.

Arbiter orders rehire of DM in San Diego

San Diego—An arbitrator has ordered Copley's San Diego Union and Tribune to reinstate a circulation district manager who had been fired in August of 1981 and to reimburse him for pay lost for all but 60 days since the discharge.

In a Dec. 1, 1982, decision, arbitrator William Levin held that discharge was too severe a penalty to be imposed on the employee even though he admittedly had lied about having distributed new subscriber lists and cards to new carriers in his district and had violated company policy by allowing one carrier to throw more than one route.

The evidence showed, Levin said, that the employee, whose circulation territory was "a difficult one," was "overwhelmed by the problems of his job, struggling to plug up holes in a dike that was perpetually leaking."

A San Diego Guild representative observed that the district contained many low-income, transient subscribers and that the district manager had felt pressured to cover it at all costs.

Levin observed that management had "made much of its 'attempts' to help" the district manager, "but the truth appears to be that . . . [his] specific requests for assistance were ignored."

"He requested help in getting [carrier] contracts signed, but no help was given. He asked that his territory . . . be trimmed to a

more manageable size. It remained large.

"He proposed that some of his carriers be charged lower rates to compensate them for bills they were unable to collect and to make it easier for him to cut down turnover. All his carriers, however, continued to be charged the higher rates.

"Interestingly," Levin observed, "several of these suggestions were adopted by the publisher after . . . [he] was discharged."

Moreover, Levin observed that the company policy against a single carrier handling more than one route had been formalized only after the first day of the arbitration hearing. Prior to that exceptions to the policy had been "condoned more than ratified" by supervisors, the arbitrator said.

While the grievant has chosen not to return to his job, the company's liability for back pay less outside earnings is about \$17,000, a local representative reported.

Noting that his order for reinstatement made moot the issue of severance pay, Levin observed, however, that a "logical conclusion" from his findings was that the grievant's conduct did not fall into the areas of "provable gross misconduct" or "willful neglect of duty after warning," the qualifications placed upon the provision for severance pay or discharge under the San Diego Guild's contract with the papers.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 1.8-point increase in the index in November to 271.0, up 24.1 points from November 1981, and 51.0 points from November 1980. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year, and the third, the percentage increase over November 1980.

	Index*	Percentage over	
		Same month prior year	November 1980†
December, 1981	248.0	12.1	12.7
January, 1982	249.7	11.4	13.5
February	252.7	11.6	14.9
March	255.9	11.6	16.3
April	257.3	11.3	17.0
May	260.8	11.8	18.5
June	263.4	11.2	19.7
July	264.8	10.8	20.4
August	266.1	10.6	21.0
September	267.5	10.4	21.6
October	269.2	10.0	22.4
November	271.0	9.8	23.2

*1971 = 100

†Index = 220.0



Buffalo

Richard Christian, president; Lynn Kerwin, vice president; Robert Brennan, treasurer; Kim Lukasiak, secretary.

Chicago

Jim McGowan, president; Michael S. Perlman, 1st vice president; Greg Hinz, 2nd vice president; Mary Ann Dadisman, 3rd vice president; Mary Kilzor, secretary; Linda Wertsch, treasurer.

New York

Edwin R. Egan, executive vice president (Egan, 1,504; Betsy Wade, 995); Barry Lipton, secretary-treasurer (Lipton, 1,454; Joy Cook, 1,046).



300 San Diego members march, protest dailies' contract stance

San Diego — Maintaining the resolve they had demonstrated six weeks before when 300 of them mounted a two-hour informational picket line, Guild members at the Copley chain's dailies here closed out 1982 by unanimously rejecting a company proposal for a contract to replace one expired six months before.

And five days later San Diego Guild and Union-Tribune Co. representatives launched a series of day-long bargaining sessions that extended through the first week of 1983.

The Guild's contract with the

papers expired June 6. At the end of September its members at the Union and Tribune voted the local's officers authority to call a strike if necessary.

At least three other unions' contracts with the dailies also expired in the last half of 1982—the Mailers, Pressmen, and Teamsters—and the pressmen voted in October to seek strike sanction. The ITU printers' pact, which runs through next July, contains a clause recognizing the right to honor a Mailers' picket line.

Following the Guild's Nov. 18 informational picket line, Union-

Tribune printers, mailers and pressmen, as well as Guild members, began wearing one-inch diameter buttons proclaiming "I'm proud to be union at the U-T."

Representatives of the Guild, which had the buttons prepared, said 1,000 were distributed to union members who said they wanted to wear them. Some supervisors were wearing them, too.

The Guild explained—in a letter to Union and Tribune publisher Helen K. Copley and in handbills distributed to the public—that its members put up the

informational picket line to show their "displeasure" at the company's lack of movement through 40 meetings spanning seven months.

They pointed to Guild proposals for an affirmative action statement that would cover women as well as minorities, adequate safeguards for the health and vision of employees using VDTs, compensation for the reuse of news stories on cable and other systems of "electronic news."

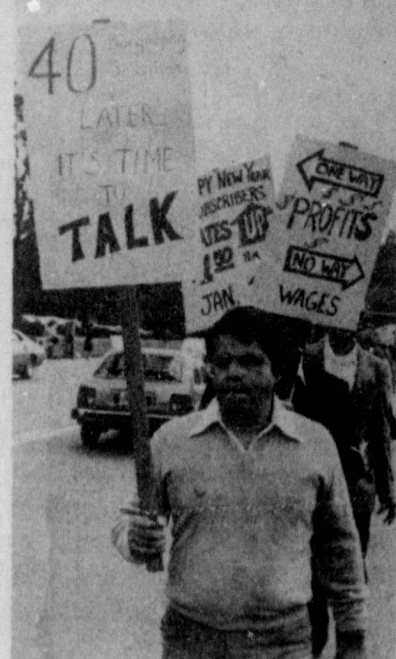
Also for expansion of a sick leave program "so woefully inadequate it encourages employees to return to work while ill," plus meaningful wage improvements.

The Guild pointed to the papers' continuing strong financial performances, manifest in their increased circulation and revenues and "due in large part to efforts of Guild-represented employees."

Some of the signs carried in the informational picketing referred to a \$1.50 Jan. 1 increase in the home-subscriber fee, the largest in the papers' history.

And this time, said Guild President Michele C. Davis, the carriers' share is only one third, instead of one-half as in prior rate increases.

The Guild covers the papers' advertising, business, circulation, editorial and maintenance employees.



IT

SEEMS TO US

LIU prof delineates prizes named for George Polk

JERSEY CITY, N.J.

Editor:

Since precise accuracy is the primary value of journalism, I refer to some details in your December story on the Heywood Broun contest.

You note the "1974 George Polk Award." Actually, you should have mentioned the 1974 George Polk Memorial Award. That was the name from the awards' origin to 1975, when the Department of Journalism of Long Island University/Brooklyn Center ceased to be in charge of the program. (I was curator from 1957.) There were no awards for a few years, then a quite altered awards program was initiated, and it has been identified by the sponsors as the "George Polk

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue. Deadline, Friday before publication.

Awards."

My records show that the 1974 award noted in your story went, specifically, to the Public Broadcasting Service and National Public Affairs Center for Television.

Coincidentally, at the awards ceremony that year, I was recipient of a surprise plaque and citation from the New York Times, New York Daily News, Newsday, Long Island Press, Associated Press, United Press International, ABC News, CBS News and NBC News.

By the way, too, Morton Mintz

won a Special George Polk Memorial Award in 1963.

I took early retirement in 1980, but I am not professionally retired.

JACOB H. JAFFE
Professor emeritus of journalism
Long Island University

Bay Area member urges expanded overseas focus

BERKELEY, CALIF.

Editor:

May I suggest that we stop putting all our eggs in one basket. I refer to the Solidarity Union. While I am sure many agree that the situation in Poland is unfortunate, the struggles of newspaper unionists in El Salvador, Guatemala, Turkey, Philippines, South Korea, South Africa, etc., etc. are in most cases life and death situations.

The TNG Polish Journalists' Aid Fund may be well-intentioned, but wouldn't it be more honest if we were to take under our wing struggling journalists in countries that are not already being fed millions from the AFL-CIO International Department led by Irving Brown.

Why not a TNG International Journalists' Fund for those who can really use our aid?

LINCOLN SMITH
At-Large
San Francisco-Oakland Guild

Seattle Times heeds IRS on mileage

Seattle—On advice of the Internal Revenue Service, the Seattle Times has quit withholding federal income tax from mileage payments to Guild-covered employees.

A September ruling from the IRS confirmed what the Pacific Northwest Guild had been telling the Times for the nearly three years it had been withholding the tax: that the mileage reimbursements should not be "treated as

wages for withholding purposes."

TNG received similar advice from the IRS more than a year ago, but the Times paid no heed to that information.

The company sought its own ruling from the federal government after the Guild moved to arbitrate over the company's withholding practice.

The Times then offered to return amounts withheld in 1982 through October.

Initial contract in Norristown to net reporter \$241 in raises

Norristown, Pa. — An initial contract between the Philadelphia Guild and the Norristown Herald, a 29,800-circulation evening daily will raise salaries by as much as \$241 a week.

The agreement, covering the paper's 56 editorial, advertising and business office employees, increases salaries by \$25 a week retroactive from April 19, 1981, and by another \$25 from April 19, 1982, and provides for increases of 6 percent and 7 percent on April 1 of 1983 and 1984 respectively.

The top minimum for reporters and photographers on the contract's effective date of Dec. 1, 1982, is \$380 a week. It rises to \$402.80 on April 1, 1983, and to \$431 on April 1, 1984, before expiring on April 19, 1985.

Outside advertising salespersons' top minimum will be at parity with reporters' and photog-

raphers' on April 1, 1984, when it reaches \$431 a week. On Dec. 1, 1982, the advertising salespersons' top minimum is \$360, going to \$390 on April 1, 1983.

The \$241 a week increase goes to a reporter hired three years ago who—advancing through step-up increases over the contract term—rises from \$190 a week to the top minimum of \$431.

The salary of another fully experienced reporter rises by \$175.58 a week over the contract term, to the \$431 top minimum.

The agreement provides for up to five weeks of vacation after 20 years' service, with four weeks after 12 years and three weeks after four years of service.

It calls for up to 28 weeks' severance pay and provides a five-day, 37½-hour week.

Employees who operate video display terminals for prolonged

or extensive periods are guaranteed "adequate" work breaks and the contract calls for periodic inspection and regular maintenance of the terminals.

The agreement also recognizes an employee's right to refuse to perform work under hazardous conditions and requires the company to provide a work area that is properly lighted and ventilated.

Employees are protected from performing work that compromises their integrity and are guaranteed the right to withhold their byline or credit line from publication.

A privilege clause, to protect employees subjected to a court or government order seeking disclosure of material, guarantees no loss of pay or benefits for employees who follow the advice of the company's counsel.

A mileage rate of 20 cents is set for employees using their ve-

Alert issued on Campus Press Day

Washington—Guild locals have been urged to co-operate if requested to take part in college campus programs being planned for Jan. 19—the first Freedom of the Campus Student Press Day, sponsored by the National Council of College Publication Advisers.

The observance, intended to be an annual one, will be marked on campuses around the U.S. in a variety of ways. Its purpose is to focus the attention of student journalists and others on campus on the legacy of a free press and the importance of a free student press on campus.

Noting that sponsors of the program have suggested that campus organizers seek help from Guild locals, among others, TNG President Charles A. Perlik, Jr., called on any locals approached to "extend all possible help" to these "journalists and Guild members of tomorrow."

hicles on company business, with the rate to be adjusted as the price of gasoline changes.

Among other top minimums included in the contract are:

Classified ad takers—\$230 on Dec. 1, 1982, \$243.80 on April 1, 1983, and \$260.86 on April 1, 1984.

Cashiers, bookkeepers — \$235 on Dec. 1, 1982, \$249.10 on April 1, 1983, and \$266.54 on April 1, 1984.

Desk assistants—\$390 on Dec. 1, 1982, \$413.40 on April 1, 1983, and \$442.34 on April 1, 1984.

Members of the Philadelphia Guild's Herald unit ratified the pact Jan. 3.

The Herald employees had voted by 40 to 12 for Guild representation on July 30, 1981, and the local, assisted by TNG representatives began bargaining with the paper soon after.

The making of a newspaper unionist

By PAULA de SALES

ACROSS THE DINNER table, I used to scoff at my father-in-law's devotion to his union. He had stood in front of a milling machine for 40 years, and he credited the union with keeping his wages up and protecting his job. Still, as I sat eating the food that he had earned, I imagined myself in a different world. After all, my father-in-law was a blue-collar worker with an eighth-grade education, an Archie Bunker before television discovered Archie Bunker. I was a college student, middle-class, on the way up.

Today, my father-in-law has the last laugh. I have pledged my allegiance to a union.

What I learned on stepping out of my pink-gauze life is that a worker is a worker. When you walk into the marketplace, you become a commodity. If you are poor, female, young or a minority, your price tag is likely to be very low.

This was difficult for me to understand. My husband provided me with a nice home, nice clothes, a nice car. I couldn't have been more protected if I'd lived in a feather bed. When I decided to test my abilities outside this womb-like world, I learned that my value lay in one thing: my own skills.

Although a high percentage of the staff that I joined were college graduates, this respected company paid an average wage of \$4.20 per hour.

The building was unsafe. Telephone and electrical cords littered the floor. Boxes filled with papers were stacked under every desk. More than once, older women had hurt themselves on the rickety furnishings. Two narrow stairways were the only escape routes in case of fire.

The company insurance plan was a sham.

On the hottest days of summer, the air conditioning was rerouted from the work areas into the computer room.

Even if all this were not so challenging to productivity, there was the problem of equipment—

Paula de Sales is a pseudonym. She is a reporter with a daily newspaper in California.

This article was first published in the Los Angeles Times on July 25. It is reprinted with permission of the author and the Times.

Since it was written, the employees in the paper's news room have rejected an effort to decertify the union, one of the printing crafts unions, as their representative. However, it has been decertified in the production department and composing room. And a decertification effort in the circulation department is pending before the National Labor Relations Board.

As a result, de Sales told the Guild Reporter, she is convinced that the news-room unit will have to struggle even harder for a second contract than it did for the first. "We're pretty powerless without the others," she said.

the number of machines that we were supposed to work on did not equal the number of employees.

Still, the employees behaved as if it were a privilege to work there. Except for a few of the youngest and most radical, most of my co-workers wanted nothing to do with a union. The word reeked of blue collars and racketeering.

When an election on union representation was suggested, the word "strike" dominated our conversations. Working wives responsible for helping to make the house payments could not live with even a short gap in their incomes. Single employees wondered how they'd live at all.

LONG DELIBERATIONS filled our lunch breaks. We tried to think of choices other than a union, but could find none. When approached about better working conditions, the company's attitude was repeatedly, "If you aren't happy here, go someplace else." Those who could, did, but inexperience, families and homes tied most of us to the company.

With shaking fingers, we signed cards asking for a union election. As I stepped into the polling booth at 5 p.m., I did not know which way I would vote. My middle-class background made me want to take management's side, but the worker in me resented not being paid a living wage.

"Is there another way to make this company change?" I asked myself. "No." I, too, cast my ballot and my fate with the union.

The next morning, a year-long battle of nerves began. Two camps formed, neither talking to the other except to exchange brief messages about work.

Harassment against union instigators started immediately. Work assignments doubled; favorable assignments were taken away and given to other people already overloaded. The list of employees "on probation" grew. Scheduled raises were skipped.

Each person lived in fear that she or he would be the next target.

My turn came in an unexpected way. A supervisor suggested that we go out to lunch to discuss a new project. The company, she said, would pick up the bill.

"Tell me," she said just as the entree was served, "why did you vote for the union?"

Such a question is against the law, but I answered her anyway—answered her as I had answered myself that day in the polling booth: "There is no other way to get this company to change."

For the remainder of the meal, she scolded me and threatened a bad end for everyone who had voted for the union.

THIS EPISODE and other attempts to pressure me and other employees only convinced us of how unprotected we were without the union. I filed charges against the supervisor with the National Labor Relations Board and became even more active on behalf of the unionizing. When the employees demonstrated on their lunch hours, I joined the line. When they stayed home sick, I stayed home.

What surprised me was how difficult these decisions were for every employee. By nature, they were loyal and industrious. To not work, to bite the hand that fed them, was a tearing experience. None of us was the same when a contract was finally signed.

Our product was no longer the same, either. The most senior and most loyal employees—those who had talent, experience and leadership abilities—had gone elsewhere, leaving the company much poorer.

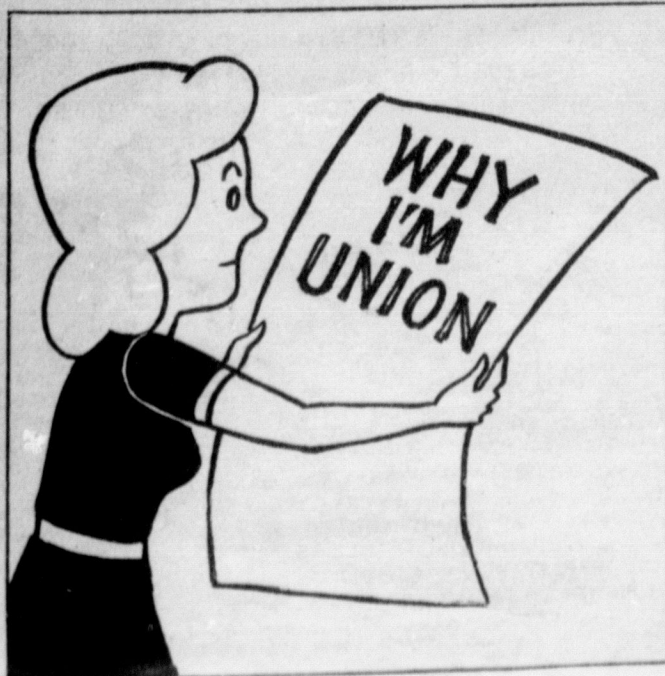
The new, compliant employees, hired while the contract was being negotiated, are already questioning working conditions and management decisions.

Economically, we are not as far ahead as we would like to be, but we aren't as far behind as we were, either. This year we will have to fight again [for a new contract], and the fight won't be any easier.

Recently, the [Los Angeles] Times reported that 36 percent of the workforce was unionized in 1945, but the number had declined to 25 percent in 1982. Every day one reads about unions making concessions, accepting reductions in wages.

A FEW YEARS AGO, if I had heard that the President of the United States wanted to break the unions, I would have cheered him. Union demands, I would have argued, have forced companies like ours—big companies, powerful companies—out of business. Now, however, I am convinced that unions are necessary wherever management exploits workers.

Someday, true co-operation between workers and management may make unions a thing of the past. But today, as I have learned from experience, they provide a source of hope for those who, as individuals, would forever be powerless.



Harrisburg co-sponsors Solidarity observance

Harrisburg, Pa. — Harrisburg Guild members marked the first anniversary of martial law in Poland Dec. 13 with a candlelight vigil in front of the Patriot and News plant here and called on the Polish government to restore press and personal freedoms and reinstate the Solidarity unions.

Other union members, Polish refugees and officials of the Polish Cultural Assn. of Harrisburg joined in the ceremony, sponsored by the Guild in conjunction with

the Harrisburg Regional Central Labor Council.

Noting that the vigil also marked five months that Guild-represented Patriot and News employees have endured company-imposed work rules, Guild members vowed—in the spirit of Solidarity—to continue their own struggle for a negotiated and fair contract.

While Guild member Mary O. Bradley read a resolution approved earlier by the local mem-

bership, the 25 people in attendance lighted candles "as a reminder that the glow of a single candle lighted by a free hand outshines the glare of a thousand torches carried by shackled wrists."

The resolution called for the immediate restoration of full rights to Polish citizens, reinstatement of Solidarity and freedom for Solidarity members held in detention.

Urging an end to discrimination against Solidarity members who "have been deprived of decent, significant jobs as punishment for union affiliation," the Guild also called for unshackling of the Polish press, noting that "only in a country with a free press are its citizens truly free."

In a separate resolution, Guild members pledged to "resist all attempts to destroy our union" through the "same spirit shown by the oppressed Polish workers."

Ottawa gives to aid fund, tells envoy

Ottawa—The Ottawa Guild contributed \$50 to TNG's Polish Journalists' Aid Fund in support of the International Federation of Journalists' effort to draw attention to the plight of Polish journalists under martial law imposed in that nation a year ago Dec. 13.

The local also sent a letter to Poland's ambassador to Canada informing him of its action and expressing the hope that the Polish government not only would lift martial law but also "have the decency and bravery to resume the Polish experiment in democracy" that was embodied in its previously permitting the independent Solidarity union movement to exist.

Ronald H. Skubecz, president of the Polish Cultural Assn., thanking the Guild for its support, said the Solidarity movement is not dead and noted that the movement is only the most recent example of Polish citizens' quest for freedom.

Criticizing mail censorship in Poland, the "constant fear of your home being entered by the police

or militia on the slightest pretense," and the absence of a free press, Guild member Barker Howland declared that "the free union movement must not be allowed to die in Poland, just as it must survive in this country. Collective bargaining must be the right of all workers; the right to unionize must be accorded," he said.

Top-steward award passed on to Poles

Washington—The winner of the Washington-Baltimore Guild's Shop Steward of the Year award, Joe Kucera, currently an at-large member of the local, has contributed the \$150 that accompanied the award to the AFL-CIO's Polish Workers' Aid Fund.

Kucera, a native of Czecho-

slovakia, called the contribution "a matter of principle." "If we let these guys down, there isn't anybody else in the world who will help them," he said.

Kucera won the award for service in the local's former Merkle Press unit. Merkle Press was closed in the spring of 1981.



HARRISBURG GUILD MEMBERS LIGHT SOLIDARITY CANDLES

Dee Beeching, left, local secretary; Jan Chaplick, treasurer; and Andy Isaacs.

Another slash sought in budget for OSHA

Washington — The Office of Management and Budget's David Stockman has proposed a 23 percent cut in funding for the National Institute for Occupational Safety and Health, the federal agency that has been actively examining health and safety aspects of VDTs.

The proposal is included in Stockman's budget for the Department of Health and Human Services for fiscal 1984.

It would cut the budget for NIOSH by \$13 million, to \$46 million, from \$56 million this year. The agency's budget in the 1981 fiscal year was \$67 million.

Meanwhile, the American Public Health Assn., during its annual meeting in November, called for President Reagan to

replace the head of the Occupational Safety and Health Administration, Thorne G. Auchter.

Although the resolution the group adopted did not mention Auchter by name, it charged that OSHA under its current administration has been "seriously weakened."

The agency has failed to develop new standards to protect workers' safety and health, has cancelled standards in development and has revoked and weakened existing ones, the body said.

It called for Reagan to appoint an assistant secretary of labor for OSHA "who is a health professional dedicated to promoting the health and safety of workers and pursuing policies to achieve this goal."

The Guild Reporter

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Time Inc. pays up—10 months later

Washington—Time Inc. has sent checks for an additional two weeks' pay to Guild-covered employees who worked for the Washington Star when the company closed it on Aug. 7, 1981.

The company made the payments after court affirmation of an arbiter's ruling last Feb. 8 that it had provided only half of the four weeks' notice of economic dismissal required under the Washington-Baltimore Guild's contract.

Time Inc. had asked the court to overturn the arbiter's order that it pay the 480 employees who had worked in the Guild's jurisdiction the extra two weeks' salary in lieu of the notice.

The Guild's administrative officer, Dorothy Struzinski, said Time Inc. agreed in a paper filed with the court also to pay interest from the date of the arbiter's award on the amounts owed under the contract's notice-pay provisions.



International Executive Board, winter meeting, Jan. 12-15, TNG headquarters, Washington.

Voting period, referendum on two-step Minimum Dues increase, Jan. 20-25, all locals.

Midwest District Council, winter meeting, Pueblo, Colo., Jan. 22-23.

Local election committees count ballots from Minimum-Dues referendum, Jan. 26 or 27, all locals.

Deadline for dispatch of official voting returns to International Election & Referendum Committee, Jan. 29, all locals.

Western District Council, winter meeting, Jan. 29-30, Eugene, Ore.

Middle-Atlantic District Council, winter meeting, Philadelphia, Feb. 5-6 (tentative).

International Election & Referendum Committee, tabulates returns and certifies Minimum Dues referendum result, Feb. 7, TNG headquarters.

TNG residential seminar for new local officers, Feb. 18-21, George Meany Center for Labor Studies, Silver Spring, Md. (suburban Washington).

Great Lakes District Council, winter meeting, Feb. 19-20, Cincinnati (tentative).

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